

VILLAGE CAMPS

Blended Orientation Pilot Programme

Zell am See — Summer 2026

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Orientation week is packed — and not everything sticks.

Time crunch

5 days to cover policies, procedures, activities, logistics, and culture.

Repetition every year

The same foundational content is delivered live from scratch each summer.

Passive delivery

Lecture-heavy sessions mean ESL staff and new hires struggle to absorb.

Skills get squeezed

Hands-on activity training (archery, bikes, survival) loses time to admin content.

A blended learning approach to staff orientation

Online modules pre-teach ideas and procedures so that in-person sessions focus on clarifying doubts, sharing experiences, and hands-on practice.

ONLINE MODULE

Staff complete a 15–20 min interactive module during an assigned evening reading slot

- ✓ Scenario-based content
- ✓ Knowledge check quiz
- ✓ Self-paced, any device
- ✓ Completion tracked via Moodle



IN-PERSON SESSION

A focused 20–30 min follow-up session the same or following day

- ✓ Q&A and shared experiences
- ✓ Scenario discussions
- ✓ Hands-on practice where relevant
- ✓ Frees up time for activity training

PILOT MODULES

5 modules — each 15–20 min online + 20–30 min in-person follow-up

01

Homesick Campers

Recognising signs, de-escalation approaches, and when to escalate to management

02

Excursions

Must be completed before first off-site trip. Covers ratios, sign-out, and emergency procedures

03

Zell am See — Programs & Campers

Overview of camp structure, programmes offered, camper profiles, and expectations

04

Rules of Facility & SOPs

Site-specific rules, standard operating procedures, and compliance expectations

05

Running a Session

How to plan, lead, and debrief an activity session effectively

TECHNOLOGY & ACCESS

PLATFORM

MoodleCloud — free tier, up to 50 users. I will set up, register all staff, and manage the course

DURATION

Course access runs for 28 days — shut down at end of session. No ongoing IP exposure

ACCESS

Email + password login only. Course is private and closed to outside access

TRACKING

Completion status, time on module, and quiz scores visible to admin. Data shared with HQ at end of summer

DEVICES

Staff use their own phones or laptops. Camp laptops available if needed

COST TO VC

Zero. Platform is free. I am absorbing design and setup time as part of this pilot

WHY THIS WORKS

✓ Gen Z learners

Self-paced digital content matches how this generation learns and retains information

✓ ESL staff

Staff can re-read and pause. No pressure to keep up with a fast-paced live lecture

✓ Missed orientation

A staff member who arrives late can self-complete modules independently

✓ Reference during session

Content stays accessible. Staff can revisit policies mid-summer if needed

✓ Management load

Facilitators run discussions, not lectures. Energy goes where it matters

✓ Activity time

With admin content moved online, all staff can complete archery, bikes, and survival training

I'm not proposing something theoretical.

10+ years as Programme Manager and orientation trainer at Village Camps — I know what new staff need

Postgraduate Certificate in Design for Learning Environments (University of Birmingham, 2026)

Qualified instructional designer — I have built interactive learning modules using industry-standard tools

I have identified the specific knowledge gaps and application failures that currently happen during orientation

I understand adult learning theory and how to design for ESL, multilingual, and Gen Z audiences

I am the subject matter expert. I know the content, the context, and the learners

This pilot generates real data — not just a better orientation week

DATA COLLECTED

- Module completion rates per staff member
- Quiz scores and pass/fail rates per topic
- Time spent per module
- Learner feedback survey (post-orientation)
- Facilitator observations during in-person sessions
- Manager notes on staff performance during session

SHARED WITH HEAD OFFICE

- End-of-summer report with findings and recommendations
- Anonymised quiz and completion data
- Comparison: blended vs traditional session delivery
- Recommendations for scaling to other VC locations

NEXT STEPS

Ready to run this summer.

- Green light from VC head office
- I finalize and QA the 5 modules
- Moodle course set up — staff are invited on arrival day
- Arrival afternoon: brief intro session on how to use the platform (no work before contracts begin)
- Data collected and report delivered to HQ post-summer